

IAFF Local 1703 and Town Administrator Tentative Collective Bargaining Agreement as of 05/28/2022**FISCAL IMPACT for Tentative Agreement Contractual Changes**

Notes: Year one: Set base level salary to correct weekly pay due to changes in state law prior to any increase. Bring base level from 48 hours per week to 42 hours per week

Year one - Salary reduced by 6 hours weekly with hourly rate increase by 3.5%

Year two - Hourly rate increases by 2.75%

Year three - Hourly rate increases by 2.75%

<u>Year 1 - 7/1/22-6/30/23</u>		Base Level	Year 1	Variance year 1	%
annual salaries	\$	1,655,623.53	\$ 1,713,636.56	\$ 58,013.03	3.5%
12 paid holidays	\$	76,413.40	\$ 79,090.92	\$ 2,677.52	3.5%
clothing allowance	\$	42,900.00	\$ 42,900.00	\$ -	0.0%
EMT allowances	\$	111,410.00	\$ 111,410.00	\$ -	0.0%
Longevity	\$	56,153.06	\$ 58,119.74	\$ 1,966.68	3.5%
Salary	\$	1,942,499.99	\$ 2,005,157.22	\$ 62,657.23	3.2%
Health Insurance	\$	616,429.44	\$ 616,429.44	\$ -	0.0%
Dental Insurance	\$	31,063.56	\$ 31,063.56	\$ -	0.0%
Life Insurance	\$	7,531.92	\$ 7,531.92	\$ -	0.0%
Pension	\$	469,771.08	\$ 485,266.21	\$ 15,495.13	3.3%
FICA Social Security	\$	120,435.00	\$ 124,319.75	\$ 3,884.75	3.2%
FICA retiree health	\$	28,166.25	\$ 29,074.78	\$ 908.53	3.2%
Benefits	\$	1,273,397.25	\$ 1,293,685.66	\$ 20,288.41	1.6%
Year 1 Salary & Benefits	\$	3,215,897.24	\$ 3,298,842.88	\$ 82,945.64	2.6%
Annual Overall Increase %				2.58%	

Year 2 - 7/1/23-2/30/24		Year 1	Year 2	Variance year 2	%
annual salaries	\$	1,713,636.56	\$ 1,840,197.59	\$ 126,561.03	7.4%
12 paid holidays	\$	79,090.92	\$ 84,932.20	\$ 5,841.28	7.4%
clothing allowance	\$	42,900.00	\$ 42,900.00	\$ -	0.0%
EMT allowances	\$	111,410.00	\$ 111,410.00	\$ -	0.0%
Longevity	\$	58,119.74	\$ 59,726.42	\$ 1,606.68	2.8%
Salary	\$	2,005,157.22	\$ 2,139,166.21	\$ 134,008.99	6.7%
Health Insurance	\$	616,429.44	\$ 616,429.44	\$ -	0.0%
Dental Insurance	\$	31,063.56	\$ 31,063.56	\$ -	0.0%
Life Insurance	\$	7,531.92	\$ 7,531.92	\$ -	0.0%
Pension	\$	485,266.21	\$ 518,406.63	\$ 33,140.42	6.8%
FICA Social Security	\$	124,319.75	\$ 132,628.30	\$ 8,308.55	6.7%
FICA retiree health	\$	29,074.78	\$ 31,017.91	\$ 1,943.13	6.7%
Benefits	\$	1,293,685.66	\$ 1,337,077.76	\$ 43,392.10	3.4%
Year 2	Salary & Benefits	\$ 3,298,842.88	\$ 3,476,243.97	\$ 177,401.09	5.4%
	Annual Overall Increase %			5.38%	
	<u>Non annual % raise issues:</u>				
	Less: Required Automatic promotions				
	8 promoted from probation to 3rd class		\$ 76,008.88		
	1 promoted from 3rd class to 2nd class		\$ 3,186.57		
	Pension based on promotion		\$ 20,073.40		
	FICA based on promotion		\$ 5,913.50		
			\$ 105,182.35	\$ (105,182.35)	
	Increases less promotions			\$ 72,218.74	2.2%
	Increase % not including automatic promotions			2.19%	

Year 3 - 7/1/2024-6/30/25		Year 2	Year 3	Variance year 3	%
annual salaries	\$	1,840,197.59	\$ 1,934,013.19	\$ 93,815.60	5.1%
12 paid holidays	\$	84,932.20	\$ 89,262.15	\$ 4,329.95	5.1%
clothing allowance	\$	42,900.00	\$ 42,900.00	\$ -	0.0%
EMT allowances	\$	111,410.00	\$ 111,410.00	\$ -	0.0%
Longevity	\$	59,726.42	\$ 61,371.53	\$ 1,645.11	2.8%
Salary	\$	2,139,166.21	\$ 2,238,956.87	\$ 99,790.66	4.7%
Health Insurance	\$	616,429.44	\$ 616,429.44	\$ -	0.0%
Dental Insurance	\$	31,063.56	\$ 31,063.56	\$ -	0.0%
Life Insurance	\$	7,531.92	\$ 7,531.92	\$ -	0.0%
Pension	\$	518,406.63	\$ 543,084.86	\$ 24,678.23	4.8%
FICA Social Security	\$	132,628.30	\$ 138,815.33	\$ 6,187.03	4.7%
FICA retiree health	\$	31,017.91	\$ 32,464.87	\$ 1,446.96	4.7%
Benefits	\$	1,337,077.76	\$ 1,369,389.98	\$ 32,312.22	2.4%
Year 3	Salary & Benefits	\$ 3,476,243.97	\$ 3,608,346.85	\$ 132,102.88	3.8%
	Annual Overall Increase %			3.80%	
	<u>Non annual % raise issues:</u>				
	Less: Required Automatic promotions				
	8 promoted from 3rd class to 2nd class		\$ 26,155.12		
	4 promoted from 2nd class to 1st class		\$ 13,554.12		
	Pension based on promotion		\$ 14,866.59		
	FICA based on promotion		\$ 4,598.84		
			\$ 59,174.67	\$ (59,174.67)	
	Increases less promotions			\$ 72,928.21	2.1%
	Increase % not including automatic promotion			2.10%	